331.4
W270
no. 19

I. W. C. ORDER No. 19.

MINIMUM WAGE ORDERS FOR MINORS UNDER WAR CONDITIONS

ENTERED BY THE

Industrial Welfare Commission

OF THE

State of Washington

OLYMPIA, WASHINGTON, September 19, 1918.

TO WHOM IT MAY CONCERN:

Pursuant to the authority vested in it by Chapter 174, Session Laws of Washington for 1913, the Industrial Welfare Commission, after due investigation of wages and conditions of labor of minors employed in the industries hereinafter mentioned, and due determination of wages and conditions of labor suitable for such minors, hereby ORDERS:

(1) (a) That the word "person" is used in this order to include corporations, co-partnerships and associations as well as individuals.

(b) That the term "welfare" shall mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.

(c) Under the minimum wage act a minor is a person of either sex under the age of eighteen years.

(2) That no person shall employ any minor in or in connection with any mercantile, manufacturing, printing, laundering, or dye works establishment, sign-painting, machine or repair shop, or parcel delivery service, at a weekly wage rate of less than $9.00 for minors under eighteen years of age; nor shall such minor be employed or permitted to work in any such industry more than eight hours in any day, or more than six days in any week, or after the hour of 7 P. M. or before the hour of 6 A. M. Provided, however, if after investigation, the conditions are found not to be detrimental to the welfare of said minors, permits may be issued by the Industrial Welfare Commission authorizing the employment of minors over sixteen years of age to a later hour. (See paragraph (7) below.)

(3) That no person shall employ any minor in, or in connection with, any telephone or telegraph establishment, at a weekly wage rate of less than $9.00 for minors under eighteen years of age; Provided, That this order shall not apply to messengers in rural communities and cities of less than three thousand population, who are not continuously employed and who are paid by piece rate for their services; nor shall any minor be employed in such occupation before 6 A. M. or after 10 P. M.; And it is further provided, That if after investigation by the Commission of any particular establishment, conditions are found not to be detrimental to the welfare of minors, permits may be issued by the Commission to minors over sixteen years of age authorizing night employment. (See paragraph (7) below.)

(4) That no person shall employ any minor in the occupation of stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work whatsoever, including assistants and helpers in doctors' and dentists' offices, at a weekly wage rate of less than $9.00 for minors under eighteen years of age. (See paragraph (7) below.)

(5) That no person shall employ any minor in any hotel, lodging house, restaurant or lunch room occupation, at a weekly wage rate of less than $9.00 for minors under eighteen years of age; Provided, That where lodging is furnished by the employer to any minor employed in such occupation as part payment of wages, not more than $2.00 per week may be deducted therefor from the weekly minimum wage of such employee, and if a room be furnished for such lodging it must be properly heated and ventilated and of size and condition conforming to the general standard of rooms in the locality which are rented for the amount thus deducted from the wages; And it is further provided, That where board or meals are furnished by the employer to such minor employee as part payment of wages, not more than $4.50 per week may be deducted from the weekly minimum wage of such employee for a full week's board of twenty-one meals, or a proportionate amount for less than a week's board.

(6) That no person shall employ any minor under the age of eighteen years in any occupation, trade or industry, not mentioned in any of the above paragraphs, at a weekly wage rate of less than $9.00; nor shall any minor be employed more than eight hours in any day; nor more than six days per week. (See paragraph (7) below.)

(7) That no person shall employ any minor under eighteen years of age in any occupation, whatsoever, without increasing the weekly wages of such minor by one dollar per week after every six months of service, or until the minimum wage of $13.20 per week is paid.

(8) That no person shall employ any female under the age of eighteen years as "shaker" in a laundry; nor as clerk in selling cigars or tobacco; nor as messenger or delivery girl in out-door messenger or delivery service; nor as a bootblack; nor in certain phases of railroading, as section work; nor certain work in ship building plants; nor certain work in lumber and in shingle mills; nor certain work in hotels, as "bell hops"; nor certain work in metal working plants, as with molten metals; nor in any work underground; nor in any work in bowling alleys, shooting galleries, penny arcades, and the like; nor shall any person employ any minor on a shift over six hours without a rest period of fifteen minutes; nor shall any person employ any minor less than full time without posting in advance, not later than noon of the preceding day, the schedule of hours to be observed; nor shall any minor boy under sixteen years of age be employed in any bowling alley; such occupations being hereby declared injurious to the welfare of minors.

(9) That this order shall become effective sixty days from the date hereof, to-wit, on November 20, 1918, and shall supersede, during the period of the war, the Minimum Wage Orders for Minors, dated September 14, 1917, and effective November 14, 1917.

Dated at Olympia, Washington, September 19, 1918.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington

C. H. YOUNGER, *Chairman.*
MRS. W. H. UDALL.
M. H. MARVIN.

INDUSTRIAL WELFARE COMMISSION: FOR THE STATE OF WASHINGTON: SEAL

Attest:

Frances K Headlee

Secretary.

NOTICE.—Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington, 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which minors affected by this order are employed.

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Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, April 28, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the conference of representatives of employers and employes in the mercantile occupation, together with representatives of the public, duly held after investigation of said occupation, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any female over the age of eighteen years in any mercantile establishment, at a weekly wage rate of less than ten dollars ($10.00), any lesser wage rate being hereby declared inadequate as to such employes to supply the necessary cost of living and maintain them in health.

(2) Not less than one (1) hour shall be allowed for noonday luncheon to any female employe in any mercantile establishment, such requirement being demanded for the health of such employes.

(3) Every mercantile establishment where females are employed shall be provided with a toilet separate and apart from any toilet used by any male person, and such toilet shall be properly ventilated and kept and maintained in a sanitary condition, such requirements being demanded for the health and morals of such employes.

(4) Every mercantile establishment where females are employed shall be properly heated and ventilated, and shall provide and maintain adequate facilities and arrangements, so that such employes may obtain rest when in a state of fatigue or in case of illness.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest: Mrs. Jackson Silbaugh
Secretary.

NOTICE:—This order becomes effective June 27, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

Continuation.
DIRECT GIFT /-4
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331.4
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v.8

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, April 28, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of Washington for 1913, and after due investigation by said Commission as to the wages and conditions of labor of minors employed in the mercantile occupation, and the due determination by said Commission of the wages and conditions of labor suitable for such minors:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any mercantile establishment at a weekly wage rate of less than six dollars ($6.00), any less wage rate being hereby declared unsuitable in the premises.

(2) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any mercantile establishment, after the hour of 7:30 o'clock after noon of any day, such requirement being hereby declared suitable in the premises.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest: Mrs. Jackson Silbaugh
Secretary.

NOTICE:—This order becomes effective June 27, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
W270
v.3

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, June 2, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the conference of representatives of employers and employes in manufacturing occupation, together with representatives of the public, duly held after investigation of said occupation, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any female over the age of eighteen years in any factory establishment at a weekly wage rate of less than eight dollars and ninety cents ($8.90), any lesser wage rate being hereby declared inadequate as to such employes to supply the necessary cost of living and maintain them in health.

(2) Every manufacturing establishment where females are employed shall be properly heated and ventilated, and shall provide and maintain adequate facilities and arrangements so that such employes may obtain rest when in a state of fatigue or in case of illness, such requirements being demanded for the health and morals of such employes.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION,
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
MRS. JACKSON SILBAUGH,
Secretary.

NOTICE:—This order becomes effective August 1, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
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Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, June 2, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of the State of Washington for 1913, and after due investigation by said Commission as to the wages and conditions of labor of minors employed in the manufacturing occupation, and the due determination by said Commission of the wages and conditions of labor suitable for such minors:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any factory establishment at a weekly wage rate of less than six dollars ($6.00), any less wage rate being hereby declared unsuitable in the premises.

(2) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any factory establishment, after the hour of 7:30 o'clock after noon of any day, such requirement being hereby declared suitable in the premises.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION,
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
MRS. JACKSON SILBAUGH,
Secretary.

NOTICE:—This order becomes effective August 1, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
W274 W. C. Order No. 5
v.5

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, June 25, 1914.

To Whom It May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the conference of representatives of employers and employes in the laundry and dye works occupation and industry, together with representatives of the public, duly held after investigation of said occupation and industry, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any female over the age of eighteen years in any laundry or dye works establishment, at a weekly wage rate of less than nine dollars ($9.00), any lesser wage being hereby declared inadequate as to such employes to supply the necessary cost of living and maintain them in health.

(2) Every laundry and dye works establishment where both males and females are employed shall provide suitable and proper wash and dressing rooms for such employes, and shall provide separate water closets for males and females, and all such water closets, wash and dressing rooms shall be properly screened and ventilated and at all times kept in a clean and sanitary condition.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective August 24, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

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331.4
W270
no. 6

I. W. C. No. 6

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, June 25, 1914.

To Whom It May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of Washington for 1913, and after due investigation by said Commission as to the wages and conditions of labor of minors employed in the laundry and dye works occupations, and the due determination by said Commission of the wages and conditions of labor suitable for such minors:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any laundry or dye works establishment at a weekly wage rate of less than six dollars ($6.00), any lesser wage rate being hereby declared unsuitable in the premises.

(2) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any laundry or dye works establishment, after the hour of 7:30 o'clock after noon of any day, such requirement being hereby declared suitable in the premises.

(3) No person, firm, association or corporation shall employ any female under the age of eighteen years in the occupation of "shaker" in any laundry establishment.

This order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:

FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective August 24, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
W279
v.7

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, July 9, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by Chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the conference of representatives of employers and employes in the telephone and telegraph occupations, together with representatives of the public, duly held after investigation of said occupations, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the state of Washington does hereby ORDER that:

(1) No person, firm, association or corporation engaged in the operation of a telephone or telegraph line shall employ any female over the age of eighteen years in any establishment in connection therewith at a weekly wage rate of less than nine dollars ($9.00), any lesser wage rate being hereby declared inadequate as to such employes to supply the necessary cost of living and maintain them in health.

(2) Not less than one hour shall be allowed for a luncheon period to any female employed in any establishment used in connection with the operation of any telegraph or telephone line, such requirement being demanded for the health of such employes.

(3) Every establishment used in connection with the operation of any telephone or telegraph line, where females are employed, shall be provided with a toilet separate and apart from any toilet used by any male person, and such toilet shall be properly ventilated and kept and maintained in a sanitary condition, such requirements being demanded for the health and morals of such employes.

(4) Every establishment used in connection with the operation of any telegraph or telephone line, where females are employed, shall be properly heated and ventilated, and shall provide and maintain adequate facilities and arrangements so that such employes may obtain rest when in a state of fatigue or in case of illness.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

E. W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective September 7, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

31.4
W270

W. C. Order No. 8

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, July 9, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by Chapter 174 of the Session Laws of Washington for 1913, and after due investigation by said Commission as to the wages and conditions of labor of minors employed in the telephone and telegraph industry, and the due determination by said Commission of the wages and conditions of labor suitable for such minors:

The INDUSTRIAL WELFARE COMMISSION for the state of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any person of either sex under the age of eighteen years in any telephone or telegraph establishment at a weekly wage rate of less than six dollars ($6.00), any lesser wage rate being hereby declared unsuitable in the premises.

(2) No person, firm, association or corporation conducting, operating or maintaining any telephone, telegraph or mercantile establishment, or any messenger or parcel delivery service, shall employ any person of either sex under the age of eighteen years before six o'clock in the morning or after nine o'clock in the evening of any day.

(3) Nor shall any person, firm, association or corporation employ any person of either sex under the age of eighteen years in any telephone or telegraph establishment before six o'clock in the morning or after nine o'clock in the evening of any day.

This Order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

E. W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
MRS. FLORENCE H. SWANSON.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective September 7, 1914. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

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Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, Dec. 21, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the conference of representatives of employers of office help and of office employes, together with representatives of the public, duly held after investigation of the wages and conditions of women engaged in office employment, which said occupation includes, stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, and any clerical office work of whatsoever kind, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any female over the age of eighteen years as a stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or in any clerical work of any kind in any establishment whatsoever, in which a minimum wage rate applicable to such employe has not heretofore been established, as provided by law, at a weekly wage rate of less than ten dollars ($10.00), any lesser wage rate being hereby declared inadequate as to such employes to supply the necessary cost of living and maintain them in health.

(2) Not less than one hour shall be allowed for noonday luncheon to any female employe specified in paragraph (1) hereof, such requirement being demanded for the health of such employes.

This order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective February 20, 1915. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
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v.11

I. W. C. Order No. 11.

THE UNIVERSITY OF ILLINOIS
12 JAN 1915

Industrial Welfare Commission

FOR THE

State of Washington

OLYMPIA, WASHINGTON, Dec. 21, 1914.

To Whom it May Concern:

TAKE NOTICE:—That pursuant to the authority in it vested by chapter 174 of the Session Laws of Washington for 1913, and after due investigation by said Commission as to the wages and conditions of labor of minors engaged in office employment, and the due determination by said Commission of the wages and conditions of labor suitable for such minors:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association or corporation shall employ any person of either sex between the ages of sixteen and eighteen years in the occupation of stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comtometer operator, or any clerical office work of whatsoever kind at a weekly wage rate of less than seven dollars and fifty cents ($7.50), any lesser wage rate being hereby declared unsuitable in the premises.

(2) No person, firm, association or corporation shall employ any person of either sex under the age of sixteen years in the occupation of stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work of whatsoever kind at a weekly wage rate of less than six dollars ($6.00), any lesser wage rate being hereby declared unsuitable in the premises.

This order shall become effective sixty (60) days from the date hereof.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

EDWARD W. OLSON, *Chairman.*
MRS. JACKSON SILBAUGH.
M. H. MARVIN.
MRS. W. H. UDALL.

Attest:
FRANCES K. HEADLEE,
Secretary.

NOTICE:—This order becomes effective February 20, 1915. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.

331.4
W270
no. 18

DEC 3

Industrial Welfare Commission

OF THE

State of Washington

OLYMPIA, WASHINGTON, Sept. 10, 1918.

TO WHOM IT MAY CONCERN:

TAKE NOTICE:—That pursuant to the authority in it vested by Chapter 174 of the Session Laws of the State of Washington for 1913, and pursuant to the recommendations of the War Emergency conference of representatives of employers and employees in the different occupations, trades and industries throughout the state, together with representatives of the public, duly held after investigation of such industries, which said recommendations were duly approved by said Industrial Welfare Commission:

The INDUSTRIAL WELFARE COMMISSION for the State of Washington does hereby ORDER that:

(1) No person, firm, association, or corporation shall employ any female over the age of eighteen years in any occupation, trade, or industry throughout the State during the period of the war, at a weekly wage rate of less than THIRTEEN DOLLARS AND TWENTY CENTS ($13.20), such wage being the estimate of said Conference of the minimum wage adequate to supply the necessary cost of living and to maintain them in health and comfort.

(2) That all occupations be prohibited to women which are injurious to their health, their morals, or womanhood, or which are unaviodably disfiguring;

(a) That all occupations be prohibited to women for which men in general are better fitted by temperament, training, or custom, and for which men are available;

(b) That among the occupations in Washington which be prohibited to women are certain phases of railroading, as section work; certain work in ship building plants; certain work in lumber and shingle mills; certain work in hotels, as "bell hops;" certain work in metal working plants, as with molten metals; all work underground; all work in shooting galleries, penny arcades, and the like;

(c) That exclusions be made having in mind the designations and prohibitions of the U. S. War Labor Policies Board, the State Council and the County Councils of Defense, and such other bodies under the general government as shall find occasion to relate women's work to patriotic efficiency;

(d) That all occupations be prohibited to women for two months (2 months) before confinement and for six weeks (6 weeks) thereafter.

(3) That every person, firm or corporation in this State offering less than full time employment to female employees in any occupation, trade, or industry, shall post in a conspicuous place in the establishment a proper schedule of hours to be observed, for such period of time in advance as the Industrial Welfare Commission shall in its discretion determine, not later than noon of the preceding day.

(4) That no person, firm, association, or corporation shall employ any female over eighteen years on a shift over six hours without a rest period of fifteen minutes.

(5) That women doing equal work with men in any occupation, trade, or industry in this state shall receive the same compensation therefor as men doing work of the same character and of like quantity and quality, the determination of what constitutes equal work to rest with the Industrial Welfare Commission.

(6) That no person, firm, association, or corporation shall employ a female over eighteen years without compliance with the standards regarding meal hours, seats, and sanitation, already established by law; and without adequate separate and apart toilets, including individual cloth or paper towels. *Provided, however,* That where there are less than four women employed by any person, the Industrial Welfare Commission may, upon application and showing, release such applicant from compliance with the foregoing regulations or any part of the same.

This Order shall become effective sixty (60) days from the date hereof, or, November 10, 1918, and supersedes, during the period of the war orders No. 1, issued on April 28, 1914; No. 3, issued on June 2, 1914; No. 5, issued on June 25, 1914; No. 7, issued on July 9, 1914; No. 10, issued on December 21, 1914; and No. 12, issued on June 18, 1915.

INDUSTRIAL WELFARE COMMISSION
for the State of Washington.

C. H. YOUNGER, *Chairman.*
MRS. W. H. UDALL.
M. H. MARVIN.

Attest:

Frances N Headley
Secretary.

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NOTE 1. This order shall be interpreted to mean an eight-hour day and a six-day week, or forty-eight hours' service weekly, or at the rate of 27½ cents per hour.

NOTE 2. Section 4 should be interpreted as applying to continuous night shifts rather than to regular, full-time day shifts which are naturally broken by meal periods.

NOTICE:—This order becomes effective November 10th, 1918. Your attention is respectfully called to Section 11, Chapter 174, Session Laws of Washington 1913, which provides that each employer affected by this order shall keep a copy posted in each room in which women affected by this order are employed.